

whose?

PERFORMANCE AWARDS

- REPLACE SSP'S, MUST BE BASED ON RATING
- OPTIONAL, BUT IF O MUST BE 2% (MAX 10% OR 20% FOR UNUSUALLY OUTSTANDING, DETERMINED BY COMMAND HQ
- WITHIN SAME "POOL" AND GRADE, EFS AWARDS MUST BE LESS THAN O, AND FS AWARDS MUST BE LESS THAN EFS — DOLLARS OR PERCENT
- MAY BE IN ADDITION TO QSI AND/OR 451 AWARD

*1-20
61*

RATING PROCESS CONTINUED

- **FIRST-LEVEL SUPERVISOR PROPOSES RATING, AWARD, QSI**
- **PROPOSED RATING NOT COMMUNICATED TO EMPLOYEE UNTIL APPROVAL**
- **SECOND-LEVEL CONCURS/MODIFIES**
- **ACTIVITY HEAD DESIGNEE MODIFIES/APPROVES**
- **CHANGES TO RATINGS NOT REFLECTED ON FORM**
- **EMPLOYEE NOTIFIED, PAID WITHIN 90 DAYS OF CYCLE END**

CALENDAR OF PA CYCLE EVENTS

- STANDARDS SET WITHIN 30 DAYS OF CYCLE OR JOB
- CONTINUOUS FEEDBACK
- MID-CYCLE PROGRESS REVIEW
- SET AWARDS BUDGET LAST DAY OF CYCLE
- RATING/REWARD WITHIN 90 DAYS OF CYCLE END